United Nations ST/IC/2003/15

Secretariat

11 March 2003

Information circular*

To: Members of the staff

From: The Under-Secretary-General for Management

Subject: **United States Special Registration Procedures for nationals of designated countries**

1. The United States Immigration and Naturalization Service (INS) has recently instituted Special Registration Procedures requiring the nationals of certain designated countries to register with INS at specified times and locations. An INS publication available on the Internet explicitly states that "diplomats and their dependants, individuals with diplomatic visas, as well as representatives and employees from accredited international organizations are excluded from the Special Registration Procedures". Staff members have expressed concern that while the aforementioned text clearly exempts United Nations officials from the scope of the Special Registration Procedures, it does not expressly deal with dependants of United Nations officials.

2. The Office of the Legal Counsel has received assurances from the competent United States authorities that United Nations officials and their dependants holding G visas are exempt from INS Special Registration Procedures.

3. Staff experiencing difficulties should contact the Office of the Legal Counsel for immediate assistance.

* The present circular will be in effect until further notice.

03-27802 (E) 170303

United Nations ST/IC/2003/16

Secretariat

4 March 2003

Information circular*

To: Members of the staff

From: The Under-Secretary-General for Management

Subject: **Gender Equality and the Millennium Development Goals**

1. In observance of International Women's Day, the Special Adviser on Gender Issues and Advancement of Women, the Division for the Advancement of Women, Department of Economic and Social Affairs, and the Department of Public Information in collaboration with the United Nations Inter-Agency Network on Women and Gender Equality are organizing a special event in honour of International Women's Day. The event, Gender Equality and the Millennium Development Goals, will be held from 10 a.m. to 12 noon on Friday, 7 March 2003, in Conference Room 2.

2. The Under-Secretary-General for Communications and Public Information will moderate the event. Guest speakers will include: Louise Fréchette, Deputy Secretary-General; Geeta Rao Gupta, Co-Chair, Millennium Project Task Force; Emilia Fernandes, Secretary of State for Women's Rights, Brazil; Nafis Sadik, Special Envoy of the Secretary-General for HIV/AIDS in Asia; and Sergio Vieira de Mello, United Nations High Commissioner for Human Rights.

3. A live and on-demand webcast can be accessed at the web site for International Women's Day at www.un.org/events/women/2003/.

4. Staff members wishing to participate in this event will be released from their duties subject to the exigencies of service.

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* Expiration date of the present information circular: 31 March 2003.

03-26788 (E) 050303

United Nations ST/IC/2003/17

Secretariat

11 March 2003

Information circular*

To: Members of the staff

From: The Secretary-General

Subject: **Our core values prohibit discrimination and harassment**

1. The purpose of the present circular is to remind all staff that the Organization's core values require respect for the diversity and the dignity of all staff and that all forms of discrimination and harassment are prohibited.

2. This is clearly expressed in the following legal imperatives, which apply to all staff:

Staff regulation 1.2 (a)

> **"Staff members shall uphold and respect the principles set out in the Charter, including faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women. Consequently, staff members shall exhibit respect for all cultures; they shall not discriminate against any individual or group of individuals or otherwise abuse the power and authority vested in them."**

Staff rule 101.2 (d)

> **"Any form of discrimination or harassment, including sexual or gender harassment, as well as physical or verbal abuse at the workplace or in connection with work, is prohibited."**

3. The Organization cannot tolerate discrimination and harassment in any form. Any infraction will be taken very seriously.

4. I expect all managers to take or initiate prompt and appropriate action in collaboration with the Office of Human Resources Management at Headquarters or the local Human Resources office at Offices away from Headquarters whenever an infraction occurs. Depending on the facts of the case, action may take the form of clear and specific guidance to the individuals concerned or other type of managerial action, sensitivity training and awareness raising, and/or disciplinary proceedings.

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* The present circular will be in effect until further notice.

03-27656 (E) 120303